



Australian Government
National Indigenous
Australians Agency



NIAA

COAG Reporting Framework for Aboriginal and Torres Strait Islander Policies and Outcomes

Working with Aboriginal and Torres Strait Islander peoples



COAG Reporting Framework for Aboriginal and Torres Strait Islander Policies and Outcomes

In February 2018, COAG committed to publish annually jurisdictional-specific Indigenous employment and supplier use policies and performance on the COAG website. This was also included in the related [COAG Communique](#).

Governments have the ability to provide significant business and employment opportunities for Aboriginal and Torres Islander people by leveraging the purchasing power of their procurement activity.

They can also increase employment directly via public sector employment policies.

This reporting framework is intended to help track policies, activities, agreements and outcomes in these areas. Rather than publish annually this framework enables up to date reporting on the current policies and outcomes across each jurisdiction based on their respective reporting cycles.

There are three tables: the first outlines procurement policies and outcomes; the second outlines policies and outcomes for Intergovernmental agreements; and the third details public sector employment policies and outcomes.

Table 1: Aboriginal and Torres Strait Islander procurement policies and outcomes, by jurisdiction

Jurisdiction	Policy	Description	Commenced	Website (for policy documents, and annual reports where relevant))	Outcomes	Reporting Period	Website (for up to date outcomes links)
Australian Government	Indigenous Procurement Policy (IPP)	<p>A mandatory procurement-connected policy under the legislative instrument of the Commonwealth Procurement Rules (CPRs). It sets a 3 per cent target for the number of Commonwealth procurement contracts awarded to Indigenous businesses in a financial year for the Commonwealth and each Commonwealth portfolio. From 1 July 2019 a value based target was introduced which rises to 3 per cent by 2027-28.</p> <p>Under the IPP, an Indigenous business is any business that is 50 per cent or more Indigenous owned.</p>	July 2015	Indigenous Procurement Policy (IPP)	<p>Procurement</p> <p>\$3.23 billion worth of contracts awarded to 2011 Indigenous businesses</p> <p>Employment</p> <p>495,661.31 FTE weeks since 1 July 2016 (9,531.95 FTE years) through major contracts delivered in accordance with the Mandatory Minimum Requirements. [This is currently an undercount]</p>	<p>Procurement</p> <p>1 July 2015 – 15 February 2020</p> <p>Employment</p> <p>1 July 2015 – 15 February 2020</p>	<p>Procurement</p> <p>Indigenous Procurement Policy</p> <p>Employment</p> <p>Not yet available.</p>
Australian Capital Territory	Aboriginal and Torres Strait Islander Procurement Policy (ATSIPP)	<p>The ATSIPP encourages ACT Government officers to seek quotes from local Aboriginal and Torres Strait Islander enterprises.</p> <p>Two areas have been identified as offering the greatest opportunity for Aboriginal and Torres Strait Islander enterprises:</p> <ul style="list-style-type: none"> ACT Government procurement opportunities for Aboriginal and Torres Strait Islander small to medium enterprises (SMEs) with the capacity and capability to deliver individually; and opportunities for Aboriginal and Torres Strait Islander enterprises to be engaged as sub-contractors on larger projects where they may not have the capability or capacity to be the head contractor. <p>ATSIPP includes the following targets for ACT Government addressable spend to be spent on contracts with Aboriginal and Torres Strait Islander enterprises: 1 per cent in 2019-20; 1.5 per cent in 2020-21; and 2 per cent in 2021-22.</p>	1 July 2019	Aboriginal and Torres Strait Islander Procurement Policy (ATSIPP)	<p>Procurement</p> <p>Outcomes are not yet available.</p> <p>Employment</p> <p>Not formally captured as part of ATSIPP.</p>	<p>Procurement</p> <p>Annual reporting at the end of each financial year.</p> <p>2019-20 is the first reporting period.</p> <p>Employment</p> <p>Not formally captured as part of ATSIPP.</p>	<p>Procurement</p> <p>First year's reports are not yet available.</p> <p>Employment</p> <p>Not applicable</p>

Jurisdiction	Policy	Description	Commenced	Website (for policy documents, and annual reports where relevant))	Outcomes	Reporting Period	Website (for up to date outcomes links)
New South Wales	Aboriginal Procurement Policy	<p>The APP covers the procurement of goods and services. In conjunction with the APIC policy, the APP aims to support an estimated 3,000 FTE opportunities for Aboriginal people through NSW Government procurement opportunities by 2021.</p> <p>The APP also aims for Aboriginal businesses to be awarded at least three per cent of the total number of domestic contracts for goods and services issued by NSW Government agencies by 2021.</p> <p>The APP gives agencies permission to directly negotiate with Aboriginal businesses for procurements up to \$250,000.</p> <p>The APP further requires agencies and suppliers to consider and report on Aboriginal participation on goods and services contracts over \$10 million, where opportunities exist.</p>	July 2018	<p>Aboriginal Procurement Policy</p> <p>The APP and APIC policy were reviewed in 2019. A revised policy that combines both the APP and APIC is in development for release in late 2020. Review findings and recommendations can be found here:</p> <p>APP/APIC Review</p>	<p>Procurement</p> <p>36 goods and services contracts awarded, representing 0.55 per cent of all goods and services contracts in FY18/19</p> <p>\$52.3m direct spend with Aboriginal businesses.</p> <p>\$16.9m in Aboriginal participation on goods and services contracts over \$10m (per supplier reporting).</p> <p>Employment</p> <p>1,304 FTE opportunities for Aboriginal people supported in conjunction with the APIC policy.</p>	2018/19 Financial Year	<p>APP/APIC Review</p> <p>See from page 17</p>
New South Wales	Aboriginal Participation in Construction Policy (APIC)	<p>The APIC policy requires a minimum of 1.5 per cent of project spend on construction contracts over \$1 million be directed to Aboriginal participation.</p> <p>The APIC policy gives agencies permission to directly negotiate with suitably qualified Aboriginal businesses for construction procurements up to \$250,000.</p> <p>Agencies may run a closed tender with prequalified Aboriginal businesses for construction procurements valued up to \$1 million.</p> <p>The APIC policies, in conjunction with the APP, aims to support an estimated 3,000 FTE opportunities for Aboriginal people through NSW Government procurement opportunities by 2021.</p>	July 2018	<p>Aboriginal Participation in Construction Policy (APIC)</p> <p>The APP and APIC policy were reviewed in 2019. A revised policy that combines both the APP and APIC is in development for release in late 2020. Review findings and recommendations can be found here:</p> <p>APP/APIC Review</p>	<p>Procurement</p> <p>\$20.9 million direct construction spend with Aboriginal businesses.</p> <p>\$132 million Aboriginal participation on NSW Government construction projects.</p> <p>Employment</p> <p>1,304 FTE opportunities for Aboriginal people supported in conjunction with the APP</p>	2018/19 Financial Year	<p>APP/APIC Review</p> <p>See from page 25.</p>

Jurisdiction	Policy	Description	Commenced	Website (for policy documents, and annual reports where relevant))	Outcomes	Reporting Period	Website (for up to date outcomes links)
Northern Territory	Aboriginal Contracting Framework	The Aboriginal Contracting Framework is yet to be finalised and implemented	Under development	n/a	Procurement n/a Employment n/a	n/a	n/a
Northern Territory	Indigenous Participation on Construction Projects Policy	<p>The Northern Territory Government works to provide employment opportunities to Indigenous Territorians, and build the capacity of Indigenous businesses, to successfully share in the delivery of construction projects in the Northern Territory, through the <i>Indigenous Participation on Construction Projects</i> policy.</p> <p>To achieve an increase in Indigenous participation, contractors are required to provide proposals in the tender response schedule to allow for assessment of:</p> <ul style="list-style-type: none"> Indigenous employees, including apprentices/trainees directly employed on the works. the intended use of group training schemes or recognised Territory Indigenous community organisations to deliver the proposed works. nominated sub-contractors usage of Indigenous employees, including registered Indigenous apprentices or trainees Within fourteen (14) days of award of Contract, the contractor shall submit a copy of the fully developed Indigenous Development Plan for approval. 	August 2015	Indigenous Participation on Construction Projects Policy	<p>Procurement</p> <p>\$153 million worth of contracts awarded to 50 Indigenous businesses</p> <p>Employment</p> <p>This data is not captured for each individual business at a whole of government level.</p> <p>Our Community. Our Future. Our Homes program is an example of the positive outcomes from the Northern Territory's contracting approach. Under this program:</p> <ul style="list-style-type: none"> 51.1 per cent of contracts awarded to Aboriginal Business Enterprises. 48.3 per cent proportion of Aboriginal people employed <p>\$55.8 million awarded to Aboriginal Business Enterprises</p>	<p>Procurement</p> <p>August 2016 to 31 December 2019</p> <p>Employment</p> <p>As at 31 January 2020</p>	<p>Procurement</p> <p>Indigenous Participation on Construction Projects Policy</p> <p>Employment</p> <p>Our Community Our Future</p>
Queensland	Queensland Indigenous Procurement Policy	The <i>Queensland Indigenous (Aboriginal and Torres Strait Islander) Procurement Policy</i> (QIPP) provides a framework to support the growth and development of Indigenous owned businesses in Queensland. The QIPP applies to all Queensland budget sector agencies, and sets a target to increase the value of the Queensland Government's addressable procurement spend with Aboriginal and Torres Strait Islander businesses to three per cent by 2022.	September 2017	Queensland Indigenous Procurement Policy	<p>Procurement</p> <p>In 2018-19, \$329 million in Queensland Government procurement spend was awarded to 421 Indigenous businesses.</p> <p>Employment</p> <p>Data not captured and reported on.</p>	<p>Procurement</p> <p>1 July 2018 – 30 June 2019</p> <p>Employment</p> <p>n/a</p>	<p>Procurement</p> <p>Annual Report</p> <p>Refer to 'Economic participation' page 21</p> <p>Employment</p> <p>n/a</p>

Jurisdiction	Policy	Description	Commenced	Website (for policy documents, and annual reports where relevant))	Outcomes	Reporting Period	Website (for up to date outcomes links)
Queensland	Queensland Government Building and Construction Training Policy	<p>The Training Policy supports employment opportunities and skills development in Queensland's building and construction industry. It also focuses on increasing the economic independence of Aboriginal and Torres Strait Islander Queenslanders in the industry.</p> <p>There are 2 categories of Indigenous projects under the Training Policy:</p> <ul style="list-style-type: none"> eligible projects located in an Aboriginal or Torres Strait Islander community and the Township of Weipa eligible projects located throughout the rest of Queensland that are proposed as Indigenous projects by Queensland Government agencies, government owned corporations or by the Director-General of the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP). <p>For all Indigenous projects, it is a priority that the core requirement (10 per cent of the total labour hours or 15 per cent for projects \$100 million or greater) of the Training Policy be met by Aboriginal and Torres Strait Islander apprentices and trainees and local Aboriginal and Torres Strait Islander workers.</p> <p>The Training Policy also requires that an additional amount be allocated toward an agreed Indigenous Economic Opportunities Plan (IEOP). This equates to a minimum of 3 per cent of the estimated project value (including GST) for building projects and a minimum of 1.5 per cent of the estimated project value (including GST) for civil construction projects. The IEOP is designed to maximise local employment, training and business supply opportunities for Aboriginal and Torres Strait Islander Queenslanders.</p>	July 2014	Queensland Government Building and Construction Training Policy	<p>Procurement</p> <p>During 2018–2019,</p> <ul style="list-style-type: none"> \$7.1 million of Aboriginal and Torres Strait Islander business and goods supply provided to construction projects to date with discrete Indigenous communities. negotiated around \$8.3 million of supply opportunities for Aboriginal and Torres Strait Islander businesses from completed and under construction projects outside of discrete Indigenous communities. <p>Employment</p> <p>During 2018-2019:</p> <ul style="list-style-type: none"> 454 Aboriginal and Torres Strait Islander jobseekers were employed on construction projects within the remote and discrete Communities; negotiated opportunities for over 578 Aboriginal and Torres Strait Islander employees, apprentices and trainees on completed construction projects outside of discrete Indigenous communities. 	<p>Procurement</p> <p>1 July 2018 – 30 June 2019</p> <p>Employment</p> <p>1 July 2018 – 30 June 2019</p>	<p>Procurement</p> <p>Annual Report</p> <p>Refer to 'Economic participation' page 23</p> <p>Annual Report 2018-19</p> <p>Employment</p> <p>Refer to 'Economic participation' page 23-24</p>

<p>South Australia</p>	<p>Aboriginal Economic Participation Policy</p>	<p>A policy embedded in the broader South Australian Industry Participation Policy (SAIPP), to ensure it is part of the mainstream procurement policy in SA. The Aboriginal Economic Participation Policy (AEPP) is designed to increase Aboriginal procurement opportunities, directly through State Government contracts and indirectly through the delivery of State Government-funded major projects, while also building the capacity and capability of South Australian Aboriginal businesses. Note: The AEPP defines a South Australian Aboriginal business as an Aboriginal business 50 per cent or greater owned by an Aboriginal South Australian, or a 50 per cent or greater Aboriginal owned business operating in SA and providing economic benefit to Aboriginal South Australians through employment.</p> <p>The Office of the Industry Advocate, an independent Statutory Office, is tasked with driving the policy through a number of initiatives including the appointment of a dedicated Industry Participation Consultant who:</p> <ul style="list-style-type: none"> • assists SA Aboriginal-owned businesses to raise their capacity, capability and profile • works with government agencies to identify supply chain and forward procurement opportunities • aligns suitable Aboriginal business to be nominated for work packages with tier one companies delivering major government projects • understands and promotes Commonwealth Government funding and support initiatives • facilitates joint ventures between Aboriginal businesses and appropriate capacity partners • plays an advocacy role with government agencies for delivery of appropriate training and employment programs for Aboriginal people. <p>The OIA is developing an online resource to find and connect with Aboriginal businesses in SA, the South Australian Aboriginal Business Register.</p>	<p>2016</p>	<p>Aboriginal Economic Participation Policy</p> <p>Aboriginal-business-register</p>	<p>Procurement</p> <p>Increase in Aboriginal procurement spend reported by government agencies from \$7 million in 2014/15 financial year to \$65.8 million in 2018/19 financial year</p> <p>66 SA Aboriginal businesses provided goods and services across major State Government projects or were engaged directly in the supply chain of Agencies.</p> <p>Employment</p> <p>State Government funded major projects have workforce targets including but not limited to Aboriginal people; apprentices and trainees and those with barriers to employment. Many of the large projects have exceeded Aboriginal workforce targets, some including the Northern Connector awarded to Lendlease reporting Aboriginal employment up to 11 per cent during contract delivery.</p>	<p>Procurement</p> <p>July 2018 – June 2019</p> <p>Employment</p> <p>n/a</p>	<p>Procurement</p> <p>Industry Advocate</p> <p>Employment</p> <p>n/a</p>
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Jurisdiction	Policy	Description	Commenced	Website (for policy documents, and annual reports where relevant))	Outcomes	Reporting Period	Website (for up to date outcomes links)
South Australia	Aboriginal Business Procurement Policy	<p>Enables government agencies to procure directly from a business listed on a South Australian Aboriginal Business Directory for contracts less than \$220,000 (GST Incl), instead of seeking three quotes.</p> <p>For tenders greater than \$220,000, the IPP weighting of tenders can be lifted so Aboriginal businesses, and business with high Aboriginal employment or subcontracting, are more likely to win contracts.</p>	2016	Aboriginal Business Procurement Policy Aboriginal-business-register	<p>Procurement</p> <p>Increase in Aboriginal procurement spend reported by government agencies from \$7 million in 2014/15 financial year to \$65.8 million in 2018/19 financial year</p> <p>7 new Aboriginal businesses began trading in the 2018-19 FY.</p> <p>Employment</p> <p>n/a</p>	n/a	n/a
South Australia	Industry Participation Policy	A high level framework that sets the priorities and methodology for furthering objectives to maximise the economic benefit to South Australia from government expenditure, including through jobs, investment and supply chain opportunities.	February 2014	Industry Participation Policy	<p>Procurement</p> <p>n/a</p> <p>Employment</p> <p>n/a</p>	n/a	n/a
Tasmania	Buy Local Policy	<p>The Tasmanian Government is working with Commonwealth agencies, UTAS and Hobart and Launceston Councils about engaging with, procuring from and employing Aboriginal businesses and employees for the Launceston and Hobart City Deals and the UTAS northwest development.</p> <p>More generally, the Tasmanian Government is working with Commonwealth agencies on the mandatory procurement-connected policy under the legislative instrument of the Commonwealth Procurement Rules (CPRs). The process will be looking at requiring head contractors to engage Aboriginal subcontractors as part of the three percent target for the number and value of Commonwealth procurement contracts awarded to Aboriginal businesses in a financial year.</p>	Under development		<p>Procurement</p> <p>n/a</p> <p>Employment</p> <p>n/a</p>	n/a	n/a

Jurisdiction	Policy	Description	Commenced	Website (for policy documents, and annual reports where relevant))	Outcomes	Reporting Period	Website (for up to date outcomes links)
Victoria	Tharamba Bugheen: Victorian Aboriginal Business Strategy 2017-2021	Under both Tharamba Bugheen and Victoria's Social Procurement Framework, the Victorian Government has committed to a one per cent Aboriginal procurement target from 2019-20, as a proportion of small to medium enterprises government enters into a purchase agreement with. This is reported on annually in both the Victorian Government Aboriginal Affairs Report and the Social Procurement Annual Report.	March 2017	Tharamba Bugheen: Victorian Aboriginal Business Strategy 2017-2021	<p>Procurement</p> <p>The Victorian Government engaged in contracts with 94 Victorian Aboriginal businesses, Traditional Owner Group entities and Aboriginal Community Controlled Organisations (ACCOs), to the value of \$17 million. This represents 0.4 per cent of government procurement from small to medium enterprises.</p> <p>Employment n/a</p>	<p>Procurement</p> <p>July 2018 to June 2019</p> <p>Employment n/a</p>	<p>Procurement</p> <p>Information comes from page 51 of the Victorian Government Aboriginal Affairs Report 2019, available at: Aboriginal Affairs Report 2019.</p> <p>Information is also available in the Whole of Victorian Government Social Procurement Framework Annual Report 2018-19. Available at: Social Procurement Framework Annual Report 2018-19</p> <p>Employment n/a</p>

Jurisdiction	Policy	Description	Commenced	Website (for policy documents, and annual reports where relevant))	Outcomes	Reporting Period	Website (for up to date outcomes links)
Victoria	Victoria's Social Procurement Framework	The Victorian Governments Social Procurement Framework has 10 objectives, this includes an objective of improving opportunities for Victorian Aboriginal people by encouraging: <ul style="list-style-type: none"> • purchasing from Victorian Aboriginal businesses • employment of Victorian Aboriginal people by suppliers to the Victorian Government. 	April 2018	Information regarding the Social Procurement policy including the Aboriginal objectives and guides for buyers and suppliers is contained in the following link Social Procurement Framework	<p>Procurement</p> <p>As above.</p> <p>Employment</p> <p>Key employment achievements include:</p> <ul style="list-style-type: none"> • Seven of the thirteen active Major Transport Infrastructure Authority projects had met or exceeded the 2.5 per cent Aboriginal employment hours target as at 30 June 2019. • The major road and rail projects (delivered by the Level Crossing Removal Project, Major Road Projects Victoria, North east Link Project, Rail Projects Victorian and the West Gate Tunnel Project) recorded 415,392 Aboriginal employment hours in 2018-19. 	<p>Procurement</p> <p>As above.</p> <p>Employment</p> <p>See at left.</p>	<p>Procurement</p> <p>As above.</p> <p>Employment</p> <p>Information comes from page 5 of the Social Procurement Annual Report 2019-19, available at: Social Procurement Annual Report 2019.</p>
Western Australia	Aboriginal Procurement Policy	Agencies are required to award 3 per cent of the number of government contracts (valued above \$50,000) to registered Aboriginal businesses by end of June 2021. The targets apply to all contracts for goods, services, community services and works. Interim targets of 1 and 2 per cent are set for 2018-19, and 2019-20 respectively.	July 2018	Aboriginal Procurement Policy	<p>Procurement</p> <p>179 contracts awarded in 2018-19 (4.77 per cent of all contracts) worth \$167 million awarded to 92 Aboriginal businesses</p> <p>Employment</p> <p>Not applicable to the Aboriginal Procurement Policy</p>	2018-19 financial year	Performance-report-1-july-2018-30-june-2019

Table 2: Intergovernmental Agreements

Agreement	Jurisdiction	Description	Commenced	Website*	Outcomes	Date Reported	Website
National Partnership Agreement (NPA) on Land Transport Infrastructure Projects - Indigenous Employment and Supplier-Use Infrastructure Framework	Australian Government and all States and Territories	Indigenous participation framework that applies to new road and rail construction projects funded or co-funded by the Commonwealth under the NPA.	July 2019	National Partnership Agreement (NPA) on Land Transport Infrastructure Projects	Not yet available	n/a	National Partnership Agreement (NPA) on Land Transport Infrastructure Projects Infrastructure Investment Programme (when outcomes are available).
National Partnership Agreement (NPA) on Remote Housing Northern Territory (2018 to 2023)	Australian Government and Northern Territory	Annual minimum rate of 40 per cent Aboriginal employment of workforce involved in capital works and property and tenancy management in 2019-2020, followed by increases of 2 per cent per financial year for the remainder of the Agreement.	March 2019	National Partnership Agreement (NPA) on Remote Housing Northern Territory (2018 to 2023)	51.1 per cent of contracts awarded to Aboriginal Business Enterprises. 48.3 per cent proportion of Aboriginal people employed \$55.8 million awarded to Aboriginal Business Enterprises	As at 31 January 2020	Accountability-and-reporting/program-progress National reporting available at: Performance dashboard
City Deals	Australian Government and Queensland (Townsville City Deal)	6.6 per cent Indigenous employment target for North Queensland Stadium Project	December 2016	Townsville City Deal	Project now completed Aboriginal and Torres Strait Islander construction employees made up 15.9 per cent of total workforce. Over 60,000 training hours completed by Indigenous employees.	2020	Progress report
City Deals	Australian Government and New South Wales (Western Sydney City Deal)	2.4 per cent Indigenous employment target and 3 per cent Indigenous procurement target for construction projects in the district.	March 2018	Western Sydney City Deal	n/a	June 2020	Progress report
City Deals	Australian Government and Northern Territory (Darwin City Deal)	8.8 per cent Indigenous employment target and 3 per cent Indigenous supplier-use target	November 2018	Darwin City Deal	n/a	2019 Annual progress report June 2020	Progress Report
City Deals	Australian Government and Victoria (Geelong City Deal)	1 per cent Indigenous employment target reflecting the Indigenous working age population of the Geelong and Great Ocean Road regions and a minimum 1 per cent supplier-use target in line with the Victorian Tharamba Bugheen	March 2019	Geelong City Deal	n/a	Annual progress report due 2020	n/a



Agreement	Jurisdiction	Description	Commenced	Website*	Outcomes	Date Reported	Website
		Aboriginal Business Strategy, with the view to meet a 3 per cent target across the life of the City Deal to align with the Australian Government IPP					
City Deals	Australian Government and South Australia (Adelaide City Deal)	A minimum of 1.4 per cent FTE Indigenous employment and 3 per cent of contract value for Indigenous businesses in the supply chain	March 2019	Adelaide City Deal	n/a	Annual progress report due 2020	n/a
City Deals	Australian Government and Tasmanian Government (Launceston City Deal)	3 per cent Indigenous employment target and 3 per cent Indigenous supplier-use target for the UTAS build. In the process of establishing employment targets for Aboriginal Tasmanians in other infrastructure projects and Infrastructure-related services.	April 2017	Launceston City Deal	n/a	July 2019	Progress Report

*Positive outcomes for Indigenous Australians more broadly (beyond specific Indigenous participation targets) are included in many Intergovernmental Agreements.

Table 3: Public sector Indigenous employment policies and outcomes, by jurisdiction

Jurisdiction	Policy	Description	Commenced	Website (policy)	Outcomes	Reporting Period	Website (outcome)
Australian Government	Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024	<p>The <i>Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024</i> represents the Commonwealth's continued contribution as an employer to the 'Closing the Gap' agenda.</p> <p>The Strategy has an increased focus on bolstering Aboriginal and Torres Strait Islander employment opportunities and experiences in the Commonwealth public sector. It sees a renewed focus on developing and retaining a strong leadership cohort, by building a talent pipeline with clear opportunities for career advancement.</p> <p>Together with specific targets, the Strategy focusses on three priority areas:</p> <ul style="list-style-type: none"> • Cultural Integrity • Career Pathways • Career Development and Advancement <p>The Australian Public Service Commission is lead on supporting collaborative implementation with portfolio Commonwealth agencies. The National Indigenous Australians Agency is a key partner in this implementation.</p> <p>The Strategy will ensure that Aboriginal and Torres Strait Islander employees play a greater role in contributing to building a diverse Commonwealth public sector workforce capable of responding to the needs of the Australian community.</p> <p>Aboriginal and Torres Strait Islander employees will have enhanced capability and thriving careers and be employed in workplaces with greater Aboriginal and Torres Strait Islander cultural capability.</p> <p>Increased ongoing representation of Aboriginal and Torres Strait Islander employees at all levels of the Commonwealth public sector will be achieved by:</p> <ul style="list-style-type: none"> • improving the employee experience for all Aboriginal and Torres Strait Islander employees across the Commonwealth, and • enhancing the capabilities of the Aboriginal and Torres Strait Islander workforce. 	Launched July 2020	Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024	<p>Overall Commonwealth workforce representation targets</p> <ul style="list-style-type: none"> • 3 per cent Aboriginal and Torres Strait Islander employee representation for the Senior Executive Service by 2024. • 5 per cent Aboriginal and Torres Strait Islander representation at the APS 4 to APS 6 levels (or equivalent) by the end of 2022. • 5 per cent Aboriginal and Torres Strait Islander representation at the Executive Levels 1 and 2 by the end of 2024. <p>Portfolio workforce representation targets</p> <p>To support the Commonwealth in building the talent pipeline, each portfolio should aim to achieve a stretch target of 3 per cent Aboriginal and Torres Strait Islander representation at each classification level in their workforce by 2024, the final year of the Strategy.</p> <p>In addition to the workforce representation targets, a strategic prioritisation of efforts is required by all Commonwealth agencies to:</p> <ul style="list-style-type: none"> • increase the cultural integrity of Commonwealth public sector workplaces, • decrease relative separation rates of Aboriginal and Torres Strait Islander employees, and • provide tailored and appropriate support for Aboriginal and Torres Strait Islander employees to advance their career, while respecting individual choices. 	2020-2024	Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024

Jurisdiction	Policy	Description	Commenced	Website (policy)	Outcomes	Reporting Period	Website (outcome)
Australian Capital Territory	n/a	n/a	n/a	n/a	n/a	n/a	n/a
New South Wales	The NSW public sector Aboriginal Employment Strategy: NSW working together for a better future (2019-2015)	<p>The Strategy takes a career pathway approach to improve the employment of Aboriginal people in the NSW Public Sector and has 3 elements:</p> <ol style="list-style-type: none"> 1. Building a pipeline of Aboriginal talent 2. Improving cultural capability across the sector 3. Knowing our Aboriginal workforce and planning for results. <p>The strategy aims to achieve:</p> <ul style="list-style-type: none"> • 3 per cent Aboriginal representation across all non-executive grades by 2025; and <p>double the number of Aboriginal people in senior leadership roles from 57 in 2014 to 114 by 2025.</p>	July 2019	NSW public sector Aboriginal Employment Strategy	<p>The previous AES 2014-2017 supported the increase in NSW public sector Aboriginal employment from 2.8 per cent in 2014 to 3.3 per cent in 2018 and from 57 Aboriginal people in senior leadership role in 2014 to 87 in 2018.</p> <p>In 2019, Aboriginal peoples comprised an estimated 3.5 per cent of non-casual employees in the sector and 98 Aboriginal people were in senior leadership roles.</p>	<p>Annual NSW Public Sector Workforce Profile Report 2018</p> <p>Annual NSW Public Sector Workforce Profile Report 2019</p>	<p>Workforce Profile Report 2018</p> <p>See Chapter 5 Diversity</p> <p>Workforce profile report 2019</p> <p>See Chapter 5 Diversity</p> <p>Workforce profile reports</p>
Northern Territory	Aboriginal Employment and Career Development Strategy 2015-2020	<p>The Strategy focuses on four key themes:</p> <ol style="list-style-type: none"> 1. Targets 2. Engagement and support 3. Attraction and retention 4. Career Development <p>A critical objective of the Strategy is to work towards a global target of 16 per cent Aboriginal employment within the Northern Territory Public Service by 2020, including working towards a target of 10 per cent representation in senior management/executive roles.</p> <p>The Strategy is supported by a range of policies, programs and initiatives.</p>	April 2015	Career Development Strategy refresh	When the strategy was first implemented Aboriginal employment made up 8.7 per cent of the workforce and Aboriginal employment in senior management was 3.7 per cent. As at December 2019, Aboriginal employment was at an all-time high of 10.8 per cent and Aboriginal participation in senior and/or executive levels at 5.8 per cent.	Annual Progress Report April 2019	Annual Progress Report 2019
Queensland	Queensland Public Sector Workforce Strategy 2016-2022	This whole-of-government strategy sets a target that three per cent of the Queensland Public Sector workforce identify as Aboriginal or Torres Strait Islander by 2022. The strategy provides a framework to support agencies in developing initiatives and programs to drive attraction, recruitment, retention and development of Aboriginal and Torres Strait Islander staff.	2016	Queensland Public Sector Workforce Strategy 2016-2022	n/a	n/a	n/a

Jurisdiction	Policy	Description	Commenced	Website (policy)	Outcomes	Reporting Period	Website (outcome)
South Australia	Governor's Aboriginal Employment Industry Cluster Program – Apprenticeship and Traineeship Strategy	Expansion of a pilot to attract, support and connect a minimum of 100 Aboriginal people to two-year traineeships, followed by the offer of ongoing employment upon successful completion for Aboriginal people up to the age of 35 years. The scheme includes provision of mentoring support for Aboriginal people once engaged in a traineeship for up to two years.		Governor's Aboriginal Employment Industry Cluster Program	Program has employed 46 Aboriginal people into traineeships	January – December 2019	Aboriginal Affairs Action Plan 2019-2020
South Australia	South Australian Leadership Academy – Aboriginal Frontline Leadership Program	Provides career development opportunities for existing Aboriginal employees wishing to transition from team member to leading a team, or for new managers wanting to build management capability.		Aboriginal Frontline Leadership Program	n/a	n/a	n/a
South Australia	South Australian Public Sector Aboriginal Employment Register	Provides career options for Aboriginal people through inclusion on the register, which enables Aboriginal job-seekers to be considered for all South Australian public sector vacancies.		Public Sector Aboriginal Employment Register	n/a	n/a	n/a
South Australia	Work Health and Safety Framework for Cultural Safety	Implementation of a Work Health and Safety Framework for Cultural Safety across the public sector, which has been developed through a 90-Day Project. With a focus on cultural safety, the framework aims to provide an environment where every public sector worker, or person who engages with the public sector, feels safe to express their cultural identity.		Work Health and Safety Framework for Cultural Safety	n/a	n/a	n/a

Jurisdiction	Policy	Description	Commenced	Website (policy)	Outcomes	Reporting Period	Website (outcome)
Tasmania	State Service Aboriginal Employment Strategy	An employment target of 3.5 per cent by 2022 has been set to drive an increase in the workforce participation of Aboriginal people in the State Service.	June 2019	State Service Aboriginal Employment Strategy	Establishment of 78 FTE State Service positions that can only be filled by Aboriginal or Torres Strait Islander people. The latest <i>Tasmanian State Service Employee Survey</i> (2018) reported that 2.9 per cent of respondents identified as an Aboriginal and/or Torres Strait Islander person.	As at September 2019 for establishment positions 2018 for <i>Tasmanian State Service Employee Survey</i>	n/a
Victoria	Barring Djinang 2017-2022, the Aboriginal Employment Strategy	Barring Djinang includes an Aboriginal employment target of 2 per cent for the Victorian Public Service (VPS), to be achieved by 2022.	2017	Barring Djinang 2017-2022, the Aboriginal Employment Strategy	At June 2018, there were 553 Aboriginal staff in the VPS which equates to around 1.2 per cent of all VPS employees.	2018	Information comes from page 60 of the Victorian Government Aboriginal Affairs Report 2019, available at: Report 2019 .
Western Australia	A new Diversification Strategy is currently being developed, and will be available on the Public Sector Commission's website later this year.	A target that by 2019, 3.2 per cent of employees across public authorities (public sector agencies, local government, trading enterprises and public universities) are Aboriginal or Torres Strait Islander.	2020	Diversification Strategy Existing strategies that are being replaced can be seen in the following links. Time for Action Attract, Appoint, Advance	In 2019, 2.5 per cent of government sector employees were Aboriginal or Torres Strait Islander	2019	State of the workforce report 2018-19 See Section3 Workplace Diversity